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The Effects of Downsizing on Employee Health and Organizational Productivity
Research Update: Report on Survey Responders

Overview

Study purpose: The purpose of this research is to better understand the impact of downsizing and other restructuring events on the health of employees and on the workplace at Department of Energy Weapons Facilities. We will identify the factors that may affect health outcomes during times of organizational change.

Where we are and where we're headed: The project was first funded in October 1995. Following extensive research and discussions with representatives of various DOE facilities, five sites were selected to participate. The 5 study sites are INEEL, LANL, the Nevada Test Site, the Y12 Plant in Oak Ridge and the Pantex Plant.

Activities at the study sites during the first 2 1/2 years have included employee focus groups, interviews including management and labor representatives and data collection. The Boston University Workplace Survey (details below) was developed following the initial work. We sent the survey to a random sample of 10,646 employees at the 5 sites.

We have recently begun looking at all our data—both employee surveys and site data on layoffs, accidents, sick time and overtime. We will spend the next six months analyzing the data and writing summaries of our findings.

How we'll inform you of the findings: The research findings will be provided to all site employees in a timely manner. We plan to release a final report in October 1999 and to hold public presentations at each study site. This document is the first part of the communication process; we will inform you as results become available and will work with site contacts to provide updates and to schedule informative presentations.

The findings will be made widely available (for example: reading rooms, site publications, web sites). Study results will describe work units or sites and not individuals. As always, employee comments are welcome.

The survey

What it is and how many responded: The *Boston University Workplace*

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Survey is an instrument to measure employee perceptions of organizational climate, downsizing, job characteristics and individual health.

- Surveys were sent to a random sample of 10,645 employees at the five sites between July and November 1998
- 5,894 employees or 55.4% returned their surveys (response rates by site ranged from 44% to 71%)

Survey Responders

How many responded? Approximately 43% of employees at each site received a copy of the survey. Overall, 55% of you responded. The nearly 6000 responders work for 8 contractors at the five sites.

<u>Site</u>	<u>Percent of employees who returned survey</u>
INEEL	71%
LANL	44% (includes prime + 2 subcontractors, UC alone: 50%)
Nevada	67% (includes 2 contractors)
Oak Ridge	48%
Pantex	62%

What jobs are the responders in? At each site, we sent the survey to a random sample of people from within every job category and level. For all responders:

Average # of years at site	13 years
Percent exempt	62% (varies from 48% to 71% by site)
Percent bargaining unit	16% (varies from 4% to 35% by site)
Percent with supervisory responsibility	36%
Job categories	
Scientist/engineer	28%
Management/professional	33%
Craft/Operator	12%
Office/Service/General Service	14%
Technician	14%

Personal characteristics of the responders

Note: "sampled" are those who received the survey while "responders" completed the survey.

<u>Gender</u>	<u>Sampled</u>	<u>Responders/Response Rate</u>
<i>Men</i>	7710	4082 (53% response rate)
<i>Women</i>	2936	1732 (59% response rate)
<u>Race/ethnicity</u>		
<i>Caucasian</i>	8132	4857 (60% response rate)
<i>Non-White (includes Hispanic)</i>	2514	900 (36% response rate)

When will we receive more information? This information is intended to give you an idea about the number and make-up of responders. The survey information from employees is key to drawing any conclusions about health outcomes and changes at work. We will provide information on results when we finish the

analysis.